

Record Number of Officials in \$100,000 Club

Delegates can limit salaries, change our union's priorities

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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1990 #99

Will Get Space in IBT Magazine, Access to Membership List

Carey 1st Accredited Candidate

After only seven weeks of circulating petitions, campaign manager Eddie Burke on Aug. 10 drove from Ron Carey's campaign headquarters in New York to Washington, D.C., to turn in 51,048 signatures to Election Officer Michael Holland's office. Thus Carey broke out of the pack to become the first accredited candidate for General President.

Carey needed only 38,553 signa-

tures to be accredited under the Election Rules. He is now assured free space in the *International Teamster* magazine in October 1990, and February 1991. The Carey campaign also will be given the IBT membership list to use for campaigning.

No other candidate for any office in the IBT officer elections has even come close to matching Carey's early success in building a widespread rank

and file movement committed to his candidacy. To underscore the depth of his support, he surpassed the necessary quota for signatures in each of the Western, Southern, Central and Eastern conferences.

Due to the short amount of time to accomplish this goal, the campaign's efforts were concentrated in the United States. However, the campaign is now preparing to cross the border to take Carey's message of strong, democratic unionism to Canadian Teamsters.

Welcoming this first milestone achievement by the Carey forces, Eddie Burke said, "To launch a nationwide petition campaign is a tremendous undertaking. It took the tireless efforts of hundreds of supporters to do this and the petitions continue to flow into the office. We have already received several thousand more signatures since the day we submitted the original 51,000-plus to the Election Office. We are urging our supporters to continue to petition throughout August. The petition is reaching out to an ever-widening group of Teamsters."

"This is the beginning of a long process," he continued. "It's going to be a marathon. Now as we finish up the petition drive we will begin to shift gears to slate development, refining and distributing our platform, and developing strong local campaigns for the election of convention delegates so that we can go to the 1991 IBT Convention with sufficient strength to push for permanent democratic reforms in the union."

Carey supporters were jubilant when they heard the news. Al Leach, a petition coordinator in Local 58 in Tillamook, Ore., said, "I knew we

were going to make it. Out of all the people in our area who we approached, only one guy turned us down. Personally, I feel Carey's the man with the vision and plan to lead the Teamsters into the next century."

Many Teamsters view the petition drive as a first step along the road to a more open and democratic union. Jerry O'Donahue, a member of Detroit Local 243, said, "This is a breath of fresh air. We've been run by fear and intimidation ever since I've been a member of this union. This is the first real chance we've ever had as Teamsters for real participation in the affairs of the union. It's about time!"

Delegate Elections

Hundreds of Teamsters have also seen the petition drive as an initial organizing effort in the delegate elections coming up in the fall and winter.

Walter Henao, a member of Modesto, Calif., Local 748, employed at the Tri-Valley Cannery, personally collected more than 550 signatures during breaks and at lunchtime.

"Distributing the Ron Carey petition gave me an excellent opportunity to educate many members about our union's history and the importance of the upcoming delegate elections. I feel that these members now have a much better understanding of how our International union operates and how much stronger and democratic it could be in the future."

But that, of course, depends upon the rank and file going to the IBT Convention with sufficient delegate strength to successfully amend the IBT Constitution and institutionalize the democratic reforms of the last year. That's why the delegate races in

continued on page 8



Run for Delegate!

The contract negotiated at United Parcel demonstrates to Teamsters in all industries that the current International union leadership can't be counted on to lead the way in negotiations or solid unionism. If we're to build a strong union prepared to deal with increasingly anti-union employers, we must seize our historic opportunity now. You have the right to run in your local for delegate to the June IBT Convention, so get out there and do it! Elections in most locals are only six months away. Our rank and file movement has 15 years of experience. Will you join with us today?

Anthony Smith
Local 639 steward, UPS
Washington, D.C.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Teamsters for a Democratic Union

P.O. Box 10128

Detroit, Mich. 48210

(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

LETTERS FROM OUR MEMBERS

New Leadership for Better Pensions

I retired from Roadway Express on Sept. 24, 1988, at age 57. I got \$1,000 a month from the Local 710 pension fund, and had to pay \$90 a month for insurance. Plus I gave up \$190 a month so my wife could get \$360 a month after my death. After all of this, I got \$720 a month for 27 years of work.

I read in the St. Louis paper that police officers there can retire after 20 years and get 40% of their salary; 40% of my last year's pay at Roadway would have given me \$1,770 per month. That's not even close to what I got.

I had to give up my pension after 11 months, and came back to work. I could not make it on \$720 a month. I'm now driving for Yellow out of their Chicago terminal; started Sept. 1, 1989.

If we want more pension, then we must get rid of the stoolies who are at the head of the International union, who are stealing our hard-earned dues and pension money. United We Stand—Divided We Fall.

James Lee Stowers
Local 710, Yellow Freight
Matteson, Ill.

WC Pension Should Pay Medical

The Western Conference pension fund should pay the premiums for medical insurance, including dental and vision care, particularly for those retirees who retired with lower pensions in years past.

Clarence Norton
Local 961, Roadway
Aurora, Colo.

Abolish Cut-Rate Loads in Carhaul

As a carhauler, and with negotiations for a new contract fast approaching, I feel that reduced-rate loads (competitive half rate and frozen rate) should be abolished.

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Companies have used these against each other, as well as terminal against terminal. These rates were intended to compete with the railroads. The companies have grossly misused these rates and should lose them. Most traffic that was considered competitive is not feasible to ship by rail anyway. It started out dock to dock, then limited drops—now it's anything coming back that the company can slip past the union.

Thomas Dunlap
Local 299, E&L Transport
Westmiddlesex, Pa.



L.A. janitors suffered police brutality, but won a master contract.

Justice for Janitors Wins L.A. Contract

On June 24, International Service Systems (ISS) bowed to pressure from SEIU Local 399, and its community supporters, and signed a master agreement covering ISS's 2,000 janitorial workers employed in the Los Angeles building service industry. This union victory ended a nearly month-long walk-out by 120 mostly Latino janitors, who had to contend with severe police brutality during the course of their strike. One attack left 90 injured and 42 arrested.

Initially, ISS agreed only to recognize the union, but held out on specific economic concessions. Threatened with solidarity actions by SEIU Local 32B-J in New York City, the nation's largest janitors' local which represents many ISS workers, ISS finally bit the bullet and put sig-

Penalize for Contract Violations

I would like to see language in the upcoming National Master Freight Agreement to penalize companies that repeatedly violate the contract, and I would like to see a much improved pension plan.

Good luck on getting Ron Carey elected to the president of the Teamsters.

William Lovelace
Local 245, Roadway
Seymour, Mo.

nificant wage and benefit increases on the table.

The coordinated action by SEIU janitorial locals around the country signals a new strategy by the Justice for Janitors Campaign, which faces the difficulties of organizing low-wage and unskilled workers who are easy targets of employer intimidation.

Says Bill Ragen, project coordinator for J for J in L.A., "While nobody's going to fight your battles for you, that help from other locals was crucial to our success. I think it's a great example of the kind of solidarity that the labor movement has to exercise if we're going to win."

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Sarah Bequette, St. Louis Local 600 spouse
John Braxton, Philadelphia Local 623
J. Anthony Smith, Washington, D.C., Local 639

Members:

Scott Askey, Barstow, Calif., Local 63
Sam Fenn, Los Angeles Local 63
Jackie Jenkins, Memphis, Tenn., Local 891
Connie McArthur, Seattle Local 174
J. B. McCallister, Denver Local 961
Michael Ruscigno, New York Local 138
Don Stone, Detroit Local 283

Alternates:

Dana Beougher, Tampa Local 79
Gillian Furst, Minneapolis Local 1145
Rick Clark, Boston Local 25

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PAY ATTENTION TO YOUR PENSION

Greed Knows No Bounds

Martha Gruelle

TDU pension specialist, Detroit

Just when we thought we'd documented all the free money siphoned out of our union's treasury by IBT officials, we found yet another little benefit of International office. Not only do these guys take home hundreds of thousands of dollars in salaries and "expenses," and not only do they make similar amounts in pension payments from officers-only pension funds built with our dues—they also have created an "excess benefits plan" to pay pension benefits beyond what the IRS will allow.

Documentation on this plan was uncovered by TDU members who filed a lawsuit to find out where our IBT funds are going.

Internal Revenue Code Section 415 limits the amount payable in a tax-free pension. The yearly limit won't affect most Teamsters: it's the smaller of \$90,000 or 100% of the average salary over the highest-paid three years. But for our International officers, the pension from just one of their multiple pension plans can exceed this limit, specifically, the Retirement and Family Protection Plan, also known as the "Family Plan," or "Rolls Royce Plan."

What's an IBT official to do? Never

fear. In 1982, the General Executive Board found an answer. They unanimously voted to establish the Retirement and Family Protection Equity Plan ("Equity Plan") to get around the limit. The Equity Plan pays the difference between what is accrued under the Family Plan, and what the tax law allows the Family Plan to pay.

The funds for Equity Plan benefits come directly out of our union's treasury. In 1989, the Equity Plan paid the estate of Jackie Presser \$514,571.31. That's on top of the \$90,000 per year in benefits paid his estate by the Family Plan itself. In the last seven years, \$1.6 million has been paid out of our treasury under the Equity Plan, to Roy Williams, Ray Schoessling, Bobby Holmes, and others. Nearly \$1 million was paid out in 1989 alone! That's money that will never be used for organizing, strike benefits, coordinated bargaining, or membership education. It will only be used to maintain officials' membership in the "\$100,000 Club" after retirement.

The Teamster Rank and File Education and Legal Defense Foundation (TRF) is researching whether the Equity Plan violates members' protection against misuse of union funds

under Title V of the Landrum-Griffin Act (LMRDA). But even if the law is not strong enough to help, members need not accept this waste of our dues.

The Equity Plan is just one more example of how far our union's "leadership" has moved from their job of working for the members. To help put the rank and file back in the driver's seat, get yourself and your co-workers involved in the upcoming elections for delegates to the June 1991 IBT Convention and for International officers. (See related articles this paper.) For a copy of the GEB resolution that established the Equity Plan, contact TDU.

Equity Plan Beneficiaries

	1983
Roy Williams	\$104,776.00
	1984
Maurice Anderson	\$163,466.49
John Greeley	43,180.15
George Mock	45,694.88
	1985
Ray Schoessling	\$220,957.06
Albert Dietrich	58,858.61
	1989
Robert Holmes	\$253,213.15
Donald Peters	108,493.92
Estate of Jackie Presser	514,571.31

Pension Plans for the '90s

Having the right to vote for our 1991 IBT Convention delegates gives Teamsters new opportunities to change our union's direction. Among those is the opportunity to make changes in how our pension plans operate, to make them deliver the best benefits possible.

The IBT Convention in June 1991, by majority vote of the elected delegates, could properly take any or all of the actions listed below. These ideas are now being discussed among rank and file activists.

You can join this discussion by attending the TDU Rank and File Convention on October 26-28 in Detroit (see page 12 for details).

New Leadership: The union trustees of the largest Teamster pension funds—the Western Conference, the Central States and the New England funds—have ignored the needs of Teamsters and retirees. They have acted in the interests of employers, who naturally want to keep their contributions and our pensions low. The 1991 IBT Convention should direct that these trustees be replaced with new ones who will be responsive to our needs.

The convention will also nominate the next set of leaders for the IBT, who will then be elected by the rank and

file in December 1991. We can nominate and elect a leadership committed to better pensions for the members, not millionaire multiple pensions for themselves.

Pension Goals Openly Discussed: All union pension trustees should be directed to hold open, frank discussions with members and local unions on achieving the following goals. Trustees should talk with members and negotiators, before and during contract talks, about what is needed to meet these goals:

- Cost of living on all pensions
- Good 30-and-out and 25-and-out benefits
- Full medical coverage
- Full, unreduced survivor benefits

These goals must be given higher priority than full funding.

Full Reciprocity: The IBT Convention should direct the International officers to actively promote full reciprocity between all Teamster pension funds. Reciprocal benefits from each fund must be based on the benefits available at the time of retirement, not the time when the member left the fund.

Retirees' Trustee: The union trustees of each fund should include a Retirees' Trustee, to be filled by election among that fund's retirees.

I'll Be There

Lucila Conde
Trustee, Local 481
San Diego

Last year I attended my first TDU Convention, and I went home better informed and really excited. Since then I've gotten more involved in my local union and have all the more reason to be back this year. I hope we have a great turnout from all crafts and groups of Teamsters. Of course, I'd really like to see a lot of my sister Teamsters attend.



Veterans Are Due Full Pension Credits

The Veterans' Reemployment Rights law gives veterans who return to a previous job all the seniority rights they would have had if they had not joined the military. One of the rights veterans have under this law is the right to pension credit for their time in military service.

The Central States Pension Fund has long violated this law by giving only non-contributory credit for military service. Non-contributory credit can only be used for the 20-year (or smaller) pensions, and not for the higher benefits available to those with 25 to 30 years of contributory credit.

But the fund will soon be forced to change this policy. According to Richard Walters of the U.S. Department of Labor's Veterans' Employment and Training Service, about 30 Teamsters in the Central States fund have filed complaints on their military service credit. Central States settled

with them by granting contributory credit. Walters says Department of Labor attorneys and the fund are discussing ways to change the Central States plan to comply with the law.

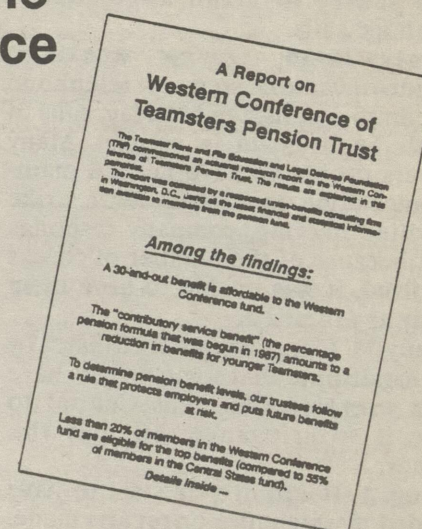
To be covered by the Veterans' Reemployment Rights law, you must have left a civilian job for the purpose of joining the armed forces, and then applied for reemployment with the same employer within 90 days of leaving active duty.

If you think you're eligible, but have been denied contributory credit for military service by your pension fund, contact your local office of the U.S. Department of Labor Veteran's Employment and Training Service (check your local phone book). Or write to: Department of Labor, Office of the Assistant Secretary for Veterans' Employment and Training, 200 Constitution Ave. N.W., Washington, D.C. 20210.

Get the Facts on the Western Conference Pension Trust

Knowing about your pension fund is the first step to making it work for you. The Teamster Rank and File Education and Legal Defense Foundation (TRF) has published the results of an actuarial study, to let you know where the Western pension fund stands and what you can expect from it in the future.

The four-page brochure is available free from TRF, P.O. Box 10303, Detroit, Mich. 48210. Bundle orders please include \$2 per 25 to cover postage and handling.



FREIGHT NEWS

Ending Abuse of Casuals Key in Upcoming Contract

Imagine that you're the labor relations director of a major freight carrier. One of your biggest concerns is how to cut labor costs to be in the best competitive position in the industry.

You study the contract and find what you've been looking for—the language on the use of casuals. Breathing a sigh of relief, you go out and use as many casual employees as possible. You save more than \$5 an hour, and replace union labor with a vulnerable group of employees.

That's exactly what the big freight carriers have been up to for the past few years. The ratio of casuals to regular employees has skyrocketed. At many major breakbulks, the percentage of casuals among the workforce is 30% and getting larger. Thousands of full-time Teamster jobs have been lost.

The reasons are obvious. Casuals are currently paid \$13.05, about \$2.50 per hour below scale. In most supplements, no health and welfare is paid on casuals, which is another \$2 an hour savings. Add in that casuals can be replaced at will with no access to the grievance procedure, and you've

got an employer's dream, and a union nightmare.

"The use of casuals has increased dramatically in my area since they got that language about nine years ago," said Jack Capper, a Scranton Local 229 steward at CF's Pocono terminal.

The upcoming NMFA negotiations will be the battlefield where the future of full-time employment in the freight industry will be played out.

Contract Protections Fall Short

Under the current contract, there are provisions for checking the growth of the casual workforce. (Article 3, Section 2, of the NMFA and in supplements.) Enforcing the language is another story. All employers are required to provide the local and/or the steward with monthly detailed lists of casuals worked. Required on the list is the casual's name, address and social security number; date, shift and classification of work; and if appropriate, the person the casual replaced. If supplemental casuals are used in a certain time frame set in each supplement, the company is required to hire regular employees.

But reports from around the country indicate that many local unions are not policing the employers to get the list of casuals, access to the list by stewards is often denied by locals, and (surprise) some employers are lying about who's a supplemental and who's a replacement.

Reports from stewards in Georgia Local 728—which in recent years was under the control of the Mathis family (and it was Weldon Mathis who signed the 1988 NMFA)—indicate that they could not get the reports to enforce the contract. Only with the election of new officers there have the employers been instructed to turn the information over to the stewards, and some employers are still balking at following the letter of the contract.

Think about the number of casuals working at your company and then think about how many regulars have been put on. You get the point.

How to Save Full-Time Jobs

The solution to the casual problem lies in the restriction of their use to replacements, and in some cases, total elimination of the casual category.

This already exists in some supplements. In the Central Conference Supplement there is no such thing as a casual road driver. But in the Southern Supplement, the use of casuals on the road has exploded, forcing extra board drivers into the worst runs while casuals get the gravy. Casual road drivers in the South are regularly forced on illegal runs to the point of fatigue. If they complain, they're cut off. The Central Conference language should be national.

The other part of the solution is to cut out the economic advantage to using casuals. We need to bring casual pay up to scale or better. There is precedence on this language. During the 1976-79 agreement, casuals were paid 50 cents more than a regular. Casual use went down. When the two-tier cut-rate concession was given in 1985, casual use went up.

In addition to raising the pay scale, casuals should receive health and welfare benefits. We need those concessions removed in this contract.

Preferential Casuals

Some supplements have language for "preferential casuals," meaning that if a casual works 70 shifts, that casual is given protection. He or she must be called first, and must be the next person hired. This language is in the Central Pennsylvania Supplement and should be made national.

Freight workers should take a good long look at the UPS negotiations to see how the company has divided the union workforce by its use of full- and part-time employees. Casuals will be voting on the NMFA, and regular employees need to fight as hard for the casuals as they do for themselves.

"This multi-tier system is tearing people up. There is animosity between people making less money than others, and between casuals and regulars," said Capper. "Most people on the dock who are TDUs try to cut down on the tension, because that's not what unionism is about."

Corporations in many fields are trying to replace full-time union labor with casuals, seasonals, contracted-out work, brokers, part-timers—you name it. This is a battle about keeping America a place where a working person can get a decent full-time job to support a family. You could be saving your job, or jobs for your children.

Central Transport Drivers Fight On

Owner-operators at Central Transport have been awaiting full payment of monies owed since 1988 that the company promised to pay on July 25, after the ratification in June of a contract affecting some 700 road drivers. The deadline brought to a head two-and-one-half years of frustration.

The following chronology outlines the events since then.

July 25. No checks arrived. Owner-Operator Solidarity brothers swamp locals and IBT with demands for action. IBT says monies are still being calculated.

July 26. Drivers continue phone barrage. At about 11 p.m., they learn that negotiators seek strike sanction from IBT.

July 27. President McCarthy authorizes strike and Central is put on 72-hour notice (to Aug. 1). Local officials scurry to avoid angry union brothers' calls.

July 28-30. During weekend, owner-operators step up telephone communications. On Monday, calls to locals begin again in earnest. Many drivers decide to have needed maintenance done on tractors. With strike deadline nearing, company responds that because of the number of checks involved, it was unable to have them ready as promised.

July 31. Company procrastinates by raising dispute that some drivers have been overpaid. IBT tells Central to take it to grievance, but pay the money.

Aug. 1. Board drivers start to have needed maintenance or repairs made. IBT informs locals that all monies will be paid with regular paychecks.

Aug. 2. Drivers begin receiving

checks made out for incorrect amounts, with message typed on stubs, "Retro-Paid Under Protest." Infuriated drivers start screaming for justice. Locals say BAs are "tied up in meetings."

Aug. 3. Other drivers receive checks. Some sign them "cashed under protest." Locals and IBT begin survey to establish what drivers received. Strike action again called and canceled upon company's promise to pay all drivers correct amount due.

Aug. 4-5. During weekend, Owner-Operator Solidarity listens to complaints of many drivers, who want representation, not rhetoric. A letter is drafted to IBT detailing six issues that need immediate redress—including a mounting toll of 1,000 union jobs lost to double-breasting—and stating owner-operators are coming to meet with IBT leaders in Washington, D.C., **Aug. 14.** Drivers are encouraged to continue working or return to work as soon as repairs are made.

Aug. 6. Owner-Operator Solidarity sets up answering machine to take calls from drivers who want to go to Washington. Jim Hobbs, one of the drivers leading the organizing, is put out of service by Central.

Aug. 7. Copies of drivers' letter to IBT are posted throughout Central's area of operations. Petitions of support circulate. Owner-Operator Solidarity's phone lines begin to ring.

Aug. 8. Hobbs is terminated over the phone by Henry Bechard, Central's labor man. Locals and IBT tell drivers that more checks will be in next pay envelopes.

Aug. 9. Envelopes contain checks that again don't add up. Central is saving money by paying out a little at

a time. Strike action is again called. Central boss Matty Maroun blinks and sends more checks to terminals overnight. These are stamped in big black print, "PAID UNDER PROTEST."

Aug. 10. IBT tries to discourage drivers from coming to Washington, and directs them back to locals. Strike action is again called. Central delivers more checks to union negotiators. Strike action is halted and notice of action extended to Monday, **Aug. 13.**

Aug. 13. More checks are helicoptered to negotiators. Owner-operators gather in Jessup, Md.

Aug. 14. A significant number of owner-operators arrive at IBT headquarters carrying petitions of support from drivers in most of the affected locals. After tense 15-minute wait, IBT leaders agree to meeting. Over next three hours, drivers lay out a strategy to protect union jobs.

At press time, drivers await further action. On a personal note, Jim Hobbs ("Peddle Pusher") wishes to thank all union brothers at Central and other union activists for a job well done—"Hang tough!"

TDU to Publish Freight Contract Survey

Bargaining will begin in January for the National Master Freight Agreement and related contracts. The time is now for Teamster members to unite to maximize our bargaining potential. The future of our union is at stake.

The Freight Committee of TDU is preparing a contract survey, to be distributed soon, for freight Teamsters to use as a basis for formulating our plans and goals.

In 1988 we rejected the contract by 64% and had it imposed on us. This time we have Majority Rule and a uni-

que opportunity to improve our contract.

If you are not a TDU member but would like a copy of the survey, call or write the TDU national office, P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600. Surveys are to be returned to TDU by October 10 and will be used in preparation for our National Freight Industry Planning Meeting at the TDU Rank & File Convention, Oct. 26-28 in Detroit. (See back page for convention information and registration form.)

Labor Department Rescinds Discipline by Carolina Freight

Legal Victory Won by Fatigued Road Driver

Christine Allamanno

TDU attorney, Washington, D.C.

Road drivers threatened with discipline as a result of refusing to drive while fatigued may now have some legal protection, due to a decision issued by Secretary of Labor Elizabeth Dole. The decision came in a case against Carolina Freight Carriers under OSHA Section 405 (c), the truck safety act.

Section 405 (c), which was drafted by TDU attorney Arthur Fox and enacted by Congress in 1982 after an intensive lobbying effort by TDU's Washington, D.C., office, prohibits DOT-regulated employers from disciplining or discriminating against employees who refuse to violate safety laws, rules or regulations.

"For years, TDU has fought the practice of unrestricted 'baby-sitting the phone,' which many freight companies and other truck lines require of road drivers. This decision is one victory in that battle," TDU national organizer Ken Paff explained.

Section 392.3 of the DOT Motor Carrier Safety Regulations states that it is illegal to operate a motor vehicle while ill or fatigued. But often drivers who try to comply with this regulation face discipline from their employer, up to and including discharge. The freight grievance panels have rubber-stamped the employers on the issue.

Thanks to Charlotte, N.C., Teamster Bill Self, Section 392.3 may start to mean something. Self filed a complaint under Section 405 (c) after he received two warning letters for refusing to drive while fatigued in October and December, 1988. Secretary Dole's decision upholds the administrative law judge's finding against Carolina Freight.

The judge stated, "I find that when a driver reports to his employer and/or

dispatcher that he is too ill or fatigued to drive and that there is a reasonable basis for his claim, then the employer must not take punitive action against that driver by the issuance of warning letters or any other means. I find that any other result encourages the use of drugs or other artificial means to stay awake, which is wholly unacceptable."

The employer issued the first warning letter when Self, who worked until 1 a.m. on Oct. 18, 1988, went home and fell asleep about 2:30 a.m. He awoke at 9 a.m. and called his dispatcher asking when he would get dispatched. Each time he called, he was told he might go out "at any minute." This process continued all day. Finally, at 9 p.m., when Self was ready to return to bed (after 12 hours of baby-sitting the phone) he was dispatched. Self refused, and cited the fatigue regulation. He got a warning letter the

next day. That letter and a second letter have now been rescinded.

Although the Self case sets a valuable precedent, drivers should be aware that employers will likely fight the decision, and that OSHA will not accept a driver's fatigue claim in all cases. Some questions a driver should ask himself in such a situation are the following:

1. Do I have a good work record? Bill Self is a 20-year driver with excellent attendance. OSHA may take a dim view if it appears a driver is using a fatigue claim to "goof off."

2. Did I make a good faith effort to get enough rest during my statutory eight hours? Self went directly home and slept, ensuring he would be rested and ready to work.

3. Did I make a good faith effort to be available for work at the conclusion of my statutory eight hours? OSHA

was impressed that Self called the dispatcher hourly. OSHA cited this as evidence he was motivated to work, not using fatigue as an excuse to get off work.

4. Has an unreasonable length of time elapsed before my dispatch? Self awoke from his rest at 9 a.m. and was not dispatched until 9 p.m. OSHA might not have found his claim protected had this time been significantly shorter.

To sum up, this victory in our long battle against unreasonable demands by employers on road drivers has the potential to win new rights for all drivers, but it must be used carefully. Any driver desiring a copy of the Secretary of Labor's decision, or further information on this matter or on using Section 405 (c), should contact TDU. (Copies free to TDU members; others please include a donation.)

Yellow Freight Unveils Game Plan for the '90s

Scott Askey

Local 63, Yellow Freight
Barstow, Calif.

Yellow Freight's newsletter, *The West Coast Pride*, featured an article in its March-April issue, "Game Plan for the Nineties." Senior management attended a meeting in Ontario, Calif., to discuss this plan, and: "It was decided that in order for Yellow Freight System to maintain its 'number one' position in the transportation industry that everyone has to be involved. The conclusion was that people are our most important resource and our greatest asset. There will be an emphasis on employee involvement in future company plans."

Since then, Barstow management has begun introducing a business philosophy to employees called the Deming Plan. Dr. W. Edwards Deming

is an 87-year-old statistician best known for setting Japanese business on the course that has made it number one in quality worldwide. According to Deming, good quality does not necessarily mean high quality. It is rather "a predictable degree of uniformity and dependability" at a low cost and suited to the market. He claims that management is responsible for 94% of quality problems, and points out that it is management's task to help people work smarter, not harder. The Deming Plan is designed for assembly lines and technological manufacturing, and consists of a 14-point management objective:

"Create constancy of purpose. Adopt a new philosophy. Cease dependence on mass inspection. Stop awarding business on price tag alone. Improve constantly and forever the system of production and service. Institute training. Institute leadership. Drive out fear so that everyone may effectively work for the organization. Break down barriers between staff areas. Eliminate slogans, exhortations and targets for the workforce. Eliminate numerical quotas. Remove barriers to pride of workmanship. Institute a vigorous program of education and retraining. Take action to accomplish the transformation."

The plan's success is dependent on labor recognizing obligations that correspond to management's. These "Labor's Corollaries" are 11 points that subscribe labor to a cooperative approach with management:

"Absorb and live company mission, goals, philosophy. Look toward the long-term good of the firm, not solely toward short-term gains for labor. Show genuine concern for the constant improvement of quality. Communicate ideas to management concerning new products and services ... better production methods and training, etc.; ideas from labor are essential; however, action is the responsibility of management. Report conditions that rob you of your pride of workmanship. Know exactly what

your job is and strive for improvement. Reject both penalties and payments for defective output due to deficiencies in the system. Do not demand and create stultifying seniority and work rules. Avoid adversarial and competitive behavior between and within shifts and departments, or with management; act as part of a team for the common good of all. Request and attend training programs. Cooperate with management in creating a structure that will push the above points every day."

Yellow Freight employees already realize the importance of job quality and company prosperity. Senior management claims the honor of being "number one" in the transportation industry, which is indicative of the employees' dedication and hard work. Yellow Freight's implementation of the Deming Plan clearly implies that it is never satisfied with the excellent job being done by its "greatest asset."

But the Deming Plan offers Yellow Freight a much deeper meaning. Deming's philosophy asks us to adopt an attitude that we live to work for the company, instead of working for the company in order to live. Deming strikes deep at the heart of solidarity to undermine unionism with ideas that seniority and work rules are "stultifying" (foolish and stupid). The elimination of job boundaries is just the first step in eliminating jobs, and in a never-ending quest to break the union.

Management contends that if we do not adopt the Deming Plan, our customers will ship their freight by other carriers. This is not only absurd, it is an insult to our intelligence. All locals should take a close look and consider the long-term ramifications of the Deming Plan, and Yellow's intentions.

As the 1991 freight negotiations begin, Teamsters should be wary of Yellow Freight's illusion of cooperation and employee involvement. Remember, this contract will be accepted or rejected by a majority vote.



We'll Be at the Rank & File Convention

Bernie and Charlotte Cooper
Local 795, Yellow Freight
Liberal, Kan.

We feel that anyone concerned about their job and their union should attend the TDU Convention for education, to find out just what is

going on in our union, and to meet the people who are doing something about it. In 1991 the rank and file are going to make history and we want to be part of it. By attending the convention, you will gain not only knowledge, but the courage to fight.

IBT Budget Up for Grabs

New Directions Can Change Union's Priorities

A new direction is needed in our great union, and for the first time in history, that direction is within our grasp. One starting point is for a new set of budget priorities.

Listed here is the power structure of the Teamsters union, the 154 officials who received more than \$100,000 in union compensation (salaries, bonuses and expenses) during 1989. This represents the largest number ever recorded, and a whopping total of more than \$24 million spent.

While many of these are hard-working elected officers, many others have never been elected to anything and draw multiple full-time salaries from our treasury. While many are honest, many are crooks who have abused our trust, lined their pockets and dragged down the name Teamster. A dozen on this list have been convicted or indicted for racketeering, or face expulsion after being charged by the Investigations Officer.

Topping the list is Harold Friedman, the World's Highest Paid Union Official. In January 1989 he was convicted by a jury of racketeering and embezzling our money in a ghost-employee scam. Yet President McCarthy kept him on, and featured him in our union magazine. When the courts finally stripped him of his posts, he appointed his wife to make \$3,000 a week to fill one of his positions. Not one IBT officer spoke out to stop this rape of our treasury and our reputation.

But the rank and file can take control. The delegate elections are quickly approaching. We must make plans now to run in every local and win every delegate seat possible, so we can write further democratic reforms into our Teamster Constitution.

One job will be to cut the fat from the \$100,000 Club and reprioritize those funds into organizing the unorganized, and organizing and educating our current Teamster membership. The party's over, and these officials know it.

For a copy of the financial report on your local union, write to the TDU national office. Free to TDU members, others please enclose a donation.

154 in \$100,000 Club—Let's

Name	City	Total Compensation	Affiliates	Name	City
Harold Friedman ¹	Cleveland	\$1,356,568	Intl., Ohio Conf., JC 41, L 507, L 19	Charles Jones	Hallandale
Daniel C. Ligurotis	Chicago	538,997	Intl., CC, JC 25, L 705	Raymond J. Fularczyk	Milwaukee
Arnie Weinmeister	Seattle	502,276	Intl., WC, JC 28, L 117	Billy Patrick	Little Rock
William J. McCarthy	Boston	321,257	Intl., L 25	R. Jerry Cook	Atlanta
Theodore R. Cozza ²	Pittsburgh	310,136	Intl., EC, L 211	Michael Coli	Chicago
Joseph Trerotola	New York	284,447	Intl., EC, JC 16	Norbert F. Miller	Modesto
Joseph W. Morgan	Hallandale, Fla.	275,684	Intl., SC	Harold J. Yates	St. Paul
William Hogan Sr.	Chicago	270,882	Intl., L 714	David W. Laughton	Manchester
Weldon Mathis	Atlanta	265,414	Intl.	Richard Milone	Kansas
William Joyce	Chicago	260,606	L 710	Norman Hug	Louisville
Michael J. Riley	Los Angeles	244,633	Intl., WC, JC 42, L 986	Gerald Yontek	Cleveland
Jack D. Cox	Los Angeles	244,106	Intl., L 572	Louis D. Richard	Washington
William Hogan Jr.	Chicago	230,137	Intl., JC 25, L 714	Ernest Tusino	Worcester
Carl Lindeman	Los Angeles	224,319	L 396	Robert Kavalec	Cleveland
John Kelahan	Chicago	223,412	L 710	Chuck D. Mack	Oakland
William F. Genoese	New York	219,834	Intl., L 732	Earl D. Bush	Hollywood
Robert E. Marciel	Los Angeles	218,159	Intl., L 63	Joe Pecora Sr. ²	Newark
Bernard Adelstein	New York	211,817	JC 16, L 1034, L 813	Robert M. Pavolka	Tacoma
Joseph Bernstein	Chicago	205,606	JC 25, L 781	James M. Casey	Washington
Robert Sasso	New York	201,177	Intl., JC 16, L 282	James A. Farrington	Washington
Luther Watson	Nashville, Tenn.	199,640	Intl., SC, JC 87, L 480	Anthony Calagna ²	New York
Ben Leal	San Francisco	194,965	Intl., WC, JC 7, L 856	Ronald Gamache	St. Louis
Norman Greene ³	Washington, D.C.	194,296	Intl., CC	Robert G. Derusha	Boston
J.L. Bernstein	Chicago	188,040	L 781	Peter Agiliata	Chicago
Jack B. Yager	Washington, D.C.	185,445	Intl., CC	Robert Holmes Jr.	Detroit
Mark Davidoff	New York	183,348	L 851	A. L. Cannestro	Miami
Paul G. Hanoian	Providence, R.I.	182,905	L 64	John P. Hartigan	Washington
Walter A. Engelbert	Seattle	181,857	Intl., WC, JC 37, L 670	Edward D. Rodriguez	Washington
Barry Feinstein ⁴	New York	177,564	Intl., JC 16, L 237	John Donovan	Everett
Anthony Hughes ¹	Cleveland	177,195	Intl., JC 41, L 507, L 19	Lou Riga	San Jose
Dennis M. Silverman ⁵	New York	177,121	L 810	Kenneth Hester	Chicago
Richard Hammond	Houston	172,576	Texas Conf., JC 58, L 988	Mario Salvatore ²	Bridgeport
Arthur Rutledge	Hawaii	171,197	L 996	Gaston Poisson ⁶	Montreal
Gerold Scott	Orange, Calif.	169,107	L 952	T. C. Stone ⁵	Dallas
Robert T. Bernstein	Chicago	168,463	L 781	James Witt	Anchorage
R.V. Durham	Winston-Salem, N.C.	168,191	Intl., L 391	Chuckie O'Brien	Hallandale
Marion M. Winstead ³	Louisville, Ky.	167,917	Intl., Ky.-W.Va. Conf., JC 94, L 89	Terrence S. Moloznik	Washington
Walter J. Shea	Washington, D.C.	167,647	Intl.	Joseph Bennetta	Bridgeport
Charles G. Thompson	Oklahoma City	166,760	Intl., SC, Ark.-Okla. Conf., L 886	Carmen E. Parise ²	Cleveland
Robert Sansone	St. Louis	166,758	Intl., CC, Mo.-Kan. Conf., JC 13, L 682	Felix Del Giudice	New Haven
George R. Rohrer	Burlingame, Calif.	166,034	Intl., WC	R.W. Frankowski	Los Angeles
Anthony Lock	Burlingame, Calif.	165,113	Intl., WC, JC 3, L 104	Andrew Suckart	Cleveland
Mitchel Ledet	New Orleans	164,508	Intl., SC, L 270	Joseph Roberto ²	Bridgeport
Louis LaCroix ⁶	Montreal	164,098	Intl.	Robert T. Flynn	Washington
Robert Crapanzano	New York	163,676	L 27	Everett W. Moody	Cleveland
Robert Simpson	Chicago	161,823	L 743	Glenn A. Jones	Washington
Larry D. Parker	Orlando, Fla.	161,054	Intl., L 385	Leo Reed	Hollywood
Jerry H. McCown	Amarillo, Texas	159,264	Intl., SC, Texas Conf., JC 80, L 577	Joe Pecora Jr. ²	Newark
Joseph W. Ballew	Seattle	155,212	Intl., WC	Richard A. Lyter	Washington
Don L. West	Birmingham, Ala.	153,341	Intl., JC 87, L 612	Andy Bellemare ⁷	Danvers
John T. Blake	Burlingame, Calif.	152,422	Intl., WC	Joseph Purcell	Hillside
C.W. Bud Smith	Wichita, Kan.	150,667	Intl., Mo.-Kan. Conf., JC 56, L 795	Paul V. Murphy	Washington
Leroy Nunes	Oakland, Calif.	149,457	Intl., L 291	Joseph Tramontana	Newark
Max G. Sanchez ⁵	New York	147,887	L 810	William Genoese Jr.	Chicago
Francis Hackett	Boston	147,136	Intl., L 25	Robert A. Cassidy ⁸	Canton
James M. Hogan	Chicago	146,629	L 714	Gairald F. Kiser	Washington
Frank Wsol	Chicago	144,484	L 710	Jack Slama	Anchorage
James Coli	Chicago	143,112	L 727	Donald Sawochka	Gary, Ind.
M. Adelstein	New York	142,808	L 1034, L 813	Thomas J. High	Hollywood
A. Adelstein	New York	142,572	L 1034, L 813	Charles Haddock ⁵	Dallas
George J. Vitale ²	Detroit	142,404	Intl., CC, JC 43, L 283	James H. Reese	Washington
Daniel Zenga ⁷	Danvers, Mass.	142,101	L 841, L 402	Thomas A. Kellerhuis	Washington
Robert Meidel	Chicago	141,548	CC, Bakery Conf., JC 25, L 734	Richard C. Bell	Washington
Edward Brereton ²	New Haven, Conn.	140,471	JC 64, L 443	Michael Carbode	New York
Joseph Morgan Jr.	Hallandale, Fla.	140,260	Intl., SC, Ga.-Fla. Conf.	Daniel Johnson	Kansas
Vincent Trerotola ⁴	New York	139,921	Intl., EC, JC 16	Gary S. Witlen	Washington
John C. Lenduai	Burlingame, Calif.	137,592	Intl., WC	Howard Bennett	Albany
Duke Zeller	Washington, D.C.	137,321	Intl.	James J. Schoessling	Washington

's Use Our Vote to Trim the Fat!

City	Total Compensation	Affiliates	Name	City	Total Compensation	Affiliates
Hallandale, Fla.	\$136,314	Intl., SC	David A. Sweeney	Washington, D.C.	\$103,935	Intl.
Milwaukee	135,118	Intl., L 200	Anthony Buonpane	New Haven, Conn.	103,923	L 443
Little Rock, Ark.	134,282	SC, Ark.-Okla. Conf., L 878	William P. Evans	Washington, D.C.	103,698	Intl.
Atlanta	133,273	Intl., SC, Ga.-Fla. Conf., L 528	Angelo Chieppo	New Haven, Conn.	103,573	L 443
Chicago	133,195	L 727	Sam Canino	Chicago	103,369	L 705
Modesto, Calif.	132,331	Intl., JC 38, L 386	Jim Santangelo	Los Angeles	102,638	L 848
St. Paul, Minn.	131,613	Intl., CC, JC 32, L 120	John T. Cooney	St. Louis	101,650	L 688
Manchester, N.H.	131,136	Intl., Brewery Conf., JC 10, L 633	Donald E. Fitzsimmons	Washington, D.C.	101,301	Intl.
Kansas City, Mo.	129,515	JC 56, L 541	M. Yanez	Los Angeles	101,298	L 396
Louisville, Ky.	129,196	CC, Ky.-W.Va. Conf., JC 94, L 89	James A. McCall	Washington, D.C.	101,147	Intl.
Cleveland	129,186	L 507, L 19	Sergio Ponce	Hallandale, Fla.	100,797	SC
Washington, D.C.	128,300	Intl.	Victor Olivadoti	Utica, N.Y.	100,740	JC 18, L 182
Worcester, Mass.	127,751	Intl., L 170	Anthony Distinti ³	New York	100,443	JC 16, L 707, L 277
Cleveland	127,451	Intl., L 507	Robert Rampy	Washington, D.C.	100,334	Intl.
Oakland, Calif.	127,385	Intl., WC, JC 7, L 70	Clara Day	Chicago	100,199	L 743
Hollywood, Calif.	127,095	Intl., L 399	Joseph Konowe	New York	100,086	Intl., JC 16, L 732
Newark, N.J.	126,758	JC 73, L 863	Bruce C. Mohn	Washington, D.C.	100,066	Intl.
Tacoma, Wash.	126,291	Intl., JC 28, L 599	Larry Brennan	Detroit	100,057	JC 43, L 337
Washington, D.C.	125,242	Intl.				
Washington, D.C.	124,924	Intl.				
New York	124,618	L 295				
St. Louis	123,602	Mo.-Kan. Conf., JC 13, L 688				
Boston	122,958	Intl., JC 10				
Chicago	122,719	L 738				
Detroit	122,605	Intl., L 337				
Miami	121,614	Ga.-Fla. Conf., L 769				
Washington, D.C.	121,248	Intl.				
Washington, D.C.	119,446	Intl.				
Everett, Wash.	119,237	L 38				
San Jose, Calif.	118,982	L 576				
Chicago	118,667	L 743				
Bridgeport, Conn.	118,292	L 191				
Montreal	117,888	Intl.				
Dallas	117,424	Texas Conf., JC 80, L 745				
Anchorage, Alaska	116,692	L 959				
Hallandale, Fla.	116,210	Intl.				
Washington, D.C.	116,207	Intl.				
Bridgeport, Conn.	115,968	L 191				
Cleveland	115,129	JC 41, L 473				
New Haven, Conn.	114,974	JC 64, L 443				
Los Angeles	114,655	L 986				
Cleveland	114,628	Intl., JC 41				
Bridgeport, Conn.	114,376	JC 64, L 191				
Washington, D.C.	113,644	Intl.				
Cleveland	113,175	Intl., JC 41				
Washington, D.C.	112,774	Intl.				
Hollywood, Calif.	112,510	L 399				
Newark, N.J.	111,947	L 863				
Washington, D.C.	111,417	Intl.				
Danvers, Mass.	110,941	L 841, L 402				
Hillside, N.J.	110,908	L 177				
Washington, D.C.	110,828	Intl.				
Newark, N.J.	110,490	L 863				
Chicago	110,479	L 732				
Canton, Ohio	110,263	Ohio Conf., JC 41, L 92				
Washington, D.C.	110,164	Intl.				
Anchorage, Alaska	109,609	L 959				
Gary, Ind.	109,201	CC, JC 25, L 142				
Hollywood, Calif.	106,820	Intl., L 399				
Dallas	106,697	L 745				
Washington, D.C.	106,529	Intl.				
Washington, D.C.	106,448	Intl., JC 32				
Washington, D.C.	106,318	Intl.				
New York	105,770	L 282				
Kansas City, Mo.	105,057	JC 56, L 41				
Washington, D.C.	104,983	Intl.				
Albany, N.Y.	104,374	JC 18, L 294				
Washington, D.C.	104,321	Intl.				

FOOTNOTES:

1. Friedman and Hughes were convicted in 1989 of racketeering and embezzling union funds and have been stripped of their positions. Friedman's wife assumed his lucrative position as head of Local 507.

2. Brereton, Calagna, Cozza, Parise, J. Pecora Sr., J. Pecora Jr., Roberto, Salvatore and Vitale have been charged with various offenses by the Investigations Officer and await the outcome.

3. Now retired. Distinti retired after the Investigations Officer moved to examine him under oath.

4. Vincent Trerotola heads public workers locals 72 and 858; compensation listed does not include either of these additional salaries. Feinstein heads public workers Local 237; compensation listed includes an estimated \$120,000 in salary for that unit. These locals are not required to file LM-2 reports and choose to keep their salaries secret from their members.

5. Compensation based in part on 1988 LM-2 reports. 1989 figures unavailable.

6. Compensation listed for LaCroix and Poisson in

U.S. dollars and reflects only money received from the International union. Canadian affiliates do not file financial reports. Compensation for the above officers is actually higher, and other Canadian officials would appear on this list if the information were available.

7. Zenga and Bellemare control Teamster Local 841 and Novelty and Production Workers Local 402, with offices in Zenga's home.

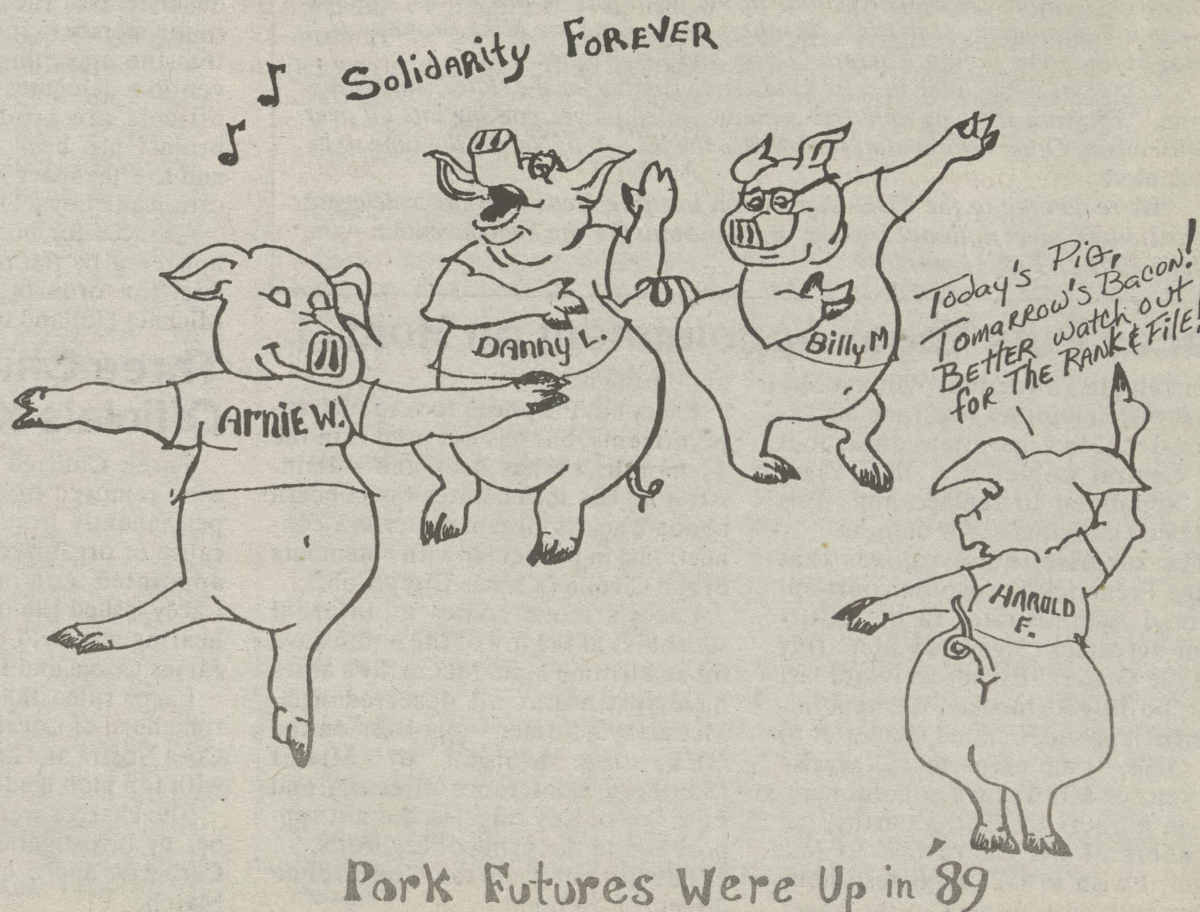
8. Deceased.

KEY:

EC (Eastern Conference); CC (Central Conference); SC (Southern Conference); WC (Western Conference); Intl. (International union).

NOTE:

All data compiled by Teamster Rank and File Education and Legal Defense Foundation from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. All figures include salaries, bonuses and expenses from affiliates, but do not reflect other benefits such as multiple pension funds, severance funds, private jets, luxury cars, etc.



Pork Futures Were Up in '89

ELECTION, LEGAL NEWS

Carey Campaigns in Detroit, Twin Cities

Don Stone
Local 283, Detroit
Gillian Furst
Local 1145, Minneapolis

It was early morning on Monday, July 30, and a light rain was falling as the weary workers were getting off work at the Livonia, Mich., UPS hub. Too tired, soiled and sweaty to care about getting wet, they slowly walked out the gate and down the long walkway to the employees' parking lot. There to greet them was Ron Carey, a warm smile on his face and an extended hand for each worker that passed. Many recognized him and were genuinely excited by his visit to their hub.

"These workers are part-timers. They work three, maybe four hours, although they look like they've worked 12 or more!" Carey explained. "Many of them have no concept whatsoever about unions or unionism and are for the most part apathetic. If we

are going to turn this union around, we have to fight apathy and ignorance."

Throughout the rest of the day, Ron visited distillery workers at Heublein, airport workers at Detroit Metro Airport, carhaul drivers at E&L Transport, and then drove down to the huge UPS facility in Toledo, Ohio. Workers at every worksite were enthusiastic about meeting him.

In just two days, July 29-30, Carey attended rallies in Detroit, Saginaw and Toledo. He visited various worksites, stopped by to wish the challenging slate in the Local 2757 election well (they won!), conducted numerous press interviews, and chatted with hundreds of concerned Teamsters.

Twin Cities

The previous weekend, on July 20, Carey's whirlwind campaign visited the Twin Cities for a one-day tour that took him to six worksites, including

factories and truck docks, and ended in an enthusiastic rally.

Carey kicked off the day at 5:30 a.m. with a visit to a Honeywell plant in Golden Valley, where he shook hundreds of hands. The plant is the largest of some 16 Honeywell factories in the Twin Cities, which employ the 5,945 members of Local 1145. Later, Carey handed out brochures at the Minneapolis UPS hub, and met with assembly workers outside a second Honeywell plant in Plymouth.

In Burnsville, Ron met with Yellow Freight members of Local 120, and in nearby Eagan, he greeted UPS workers, members of locals 120 and 638, at a second UPS hub. Also in Eagan, Carey gave a lunch-break talk to members of Local 792 at a Coca Cola plant.

Invigorated by his schedule, Carey drove back to Minneapolis to address an overflow rally. Local organizers had originally scheduled a reception, expecting about 50 people, but word

spread and close to 150 showed up. A second loudspeaker was rented so people could hear Carey in the hallway. Eddie Burke, Carey's campaign manager, also addressed the meeting, and a cheering crowd donated more than \$1,200.

The following Monday, an interview with Carey appeared in the Minneapolis *Star Tribune*. When asked by a reporter about corruption, Carey replied that "corruption to me is not just mob control. It's when you rape the membership of their pensions. When you negotiate sweetheart contracts. When you have one union crossing another union's picket line."

Southern California Meeting

Since July, the Carey campaign also has held meetings in Indianapolis, Milwaukee and south-central Wisconsin, Toledo, Jackson, Miss., Orlando and Jacksonville, Fla. A meeting in Southern California will be held at 10 a.m. on Sept. 9 at the Covina Bowl, in Covina.

1st Accredited Candidate

continued from page 1
all locals are so crucial.

While the incumbent leadership wheels and deals in the back rooms and at the country clubs, the Carey campaign has hit the streets in a big way. The petition campaign allowed it to reach into hundreds of new job sites and crafts and tap into a vast reservoir of dissatisfaction with the current IBT leadership.

The petition drive's success allows Carey to enter the fall as the only candidate with a large base of rank and file supporters. With a nationwide core of activists mobilized and eager for the next stage of the campaign, the Carey team is busily refining its program and developing literature to offer the rank and file a bold, new alternative to the failed leadership of the past.

Election Project to Offer Training

The Association for Union Democracy (AUD) has launched its Teamster Fair Election Project to help union members and candidates ensure that the upcoming elections for convention delegates and International officers are honest and fair. This project has been endorsed by TDU and the Teamster Rank and File Education and Legal Defense Foundation.

Chances for honest elections were bolstered by the recent federal court decision ordering Election Officer Michael Holland to directly supervise

the elections in all local unions. But it will be difficult for anyone to effectively supervise every aspect of the election in a union as large as the Teamsters. Candidates and their supporters also will have to monitor the elections to guarantee that the rules are followed.

The election rules allow candidates to monitor the elections and to assign members in good standing as election observers. In order to take full advantage of this opportunity, candidates and their observers must know what their rights are and how to enforce them.

The AUD Teamster Fair Election Project will help candidates and observers by conducting workshops to educate members on their rights and to train observers. The project will publish a Lawyers and Candidates Manual and an Observers Manual as guides through the rules. The manuals will contain practical checklists, sample protest letters and spaces for recording vote tallies and challenges registered.

Teamster members and spouses interested in training candidate observers or in attending workshops should contact TDU, or directly contact AUD at 30 Third Ave., Room 619, Brooklyn, N.Y. 11217 (718) 855-6650.



They're Coming to the TDU Convention

It's a new day. Rank and file members of the New Day Slate in Wisconsin Local 344 are excited about taking part in the new democratic processes in the Teamsters union. Delegate elections in the local will be this winter, and the slate is campaigning statewide. Members of the slate are Mike Brannan (l.), Ray Muth, Steve Baudo, Theresa Glover and Erv Wegner.

"Our signs are helping to raise funds and visibility for the slate," said Brannan. "They are showing up in car windows in employee parking lots all over Wisconsin. Other reform slates might use the idea, too. Now is the time to be out there."

"We're coming to the TDU Convention to share ideas with other delegate candidates, meet national leaders, and lay plans for the big convention—the June 1991 IBT Convention."

Lacey Puts Yager Appointment on Hold

In July, IBT President William McCarthy fired another one-time ally, as he ousted Dan Liguoris as director of the Central Conference. Jack Yager was appointed to replace him. This had been anticipated for months.

The surprise, however, was that Judge Frederick Lacey, the court-appointed Administrator in the settlement agreement signed by McCarthy and the General Executive Board last year, on July 31 blocked the appointment of Yager. He stated in a letter to the GEB, "I am prepared to exercise my veto of Mr. Yager's appointment, but in fairness to Mr. McCarthy, the members of the Board and to Mr. Yager, I wish to take their testimony under oath with respect to the Yager

appointment ..."

Lacey has the power to veto such appointments, but has not used it in the 14 months he has been the Administrator. His letter notes his concern about Yager's organized crime connections, in particular with "members of the Civella (Kansas City) Mob."

Lacey's move comes as internal squabbles at the top of the union have hit an all-time high. McCarthy's allies have just about all deserted him. McCarthy's former supporters on the GEB, Joe Morgan of Miami (Southern Conference director) and Jack Cox of Los Angeles, did not support him in the firing of Liguoris.

The job of Central Conference director is in limbo.

Three Chicago Officials Kicked Out

Three Chicago Teamster officials were removed from office and barred permanently from holding office because of organized crime ties. Court-appointed Administrator Frederick Lacey issued the order in July after a hearing was held on Joseph Talerico, James Cozza and Dominic Senese.

Lacey ruled that Senese, the long-time head of Local 703, belongs to La Cosa Nostra and knowingly associated with top mob leaders in Chicago.

The charges were filed last November by Investigations Officer Charles Carberry, and a hearing was held in March.

CARHAUL

Madness Goes on as Teamsters Bid for Traffic

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

It's not bad enough that the carhaul industry is riddled with half-rate agreements, running-mile agreements and just about any other form of sub-contract shenanigans that has Teamsters pitted against each other. Now we are put in the position of bidding against each other to obtain traffic for the company that employs us.

The bidding for the Nissan traffic, in Smyrna, Tenn., is now open. Every carhaul company, it seems, is in there, trying to get a piece of the action. This is as it should be, for this is their business, but it is not the business of the employee to be held responsible for obtaining this business. Ryder is presently offering half-rate agreements to Nashville, Jacksonville, Fla., Shreveport, La., Houston, Jackson, Miss., Atlanta, Detroit, and, reportedly, Marysville, Ohio, Georgetown, Ky., and Chicago. The company has not been awarded the business yet, and so

it is put to the drivers that if they will agree to these half-rate deals, they can make the effort to obtain the traffic.

This is not off rail traffic, it's never been on the rail, so the idea of a half rate for this traffic is a violation of our contract from the word go. All of the existing half-rate agreements out of the Nissan plant are a violation of our contract, but to ask our brothers to fight it out amongst each other for this traffic is yet another slap in the face for the Teamster carhaulers of this country. Of course, it has to be said that Nissan is sitting back in the shadows, enjoying every minute of this union-busting endeavor.

So the madness goes on, but is there a solution to this problem? Ernie Tusino, IBT carhaul co-chairman, told me that every member has his or her right to complain about the problems in carhaul or any other division of the Teamsters union, but it is also our responsibility to assist in solving some of these problems, and he's right. What is the solution to this problem

of pitting one Teamster against another? It's a nationwide contract where every carhauler from coast to coast is out there hauling cars for the same rate of pay.

Don't get me wrong. In no way am I promoting the running-mile proposal that we were strong enough to turn down in the first proposal of our last contract. The running mile that exists in our present contract is no more than half rate both ways. Try to talk a Teamster freight hauler into hauling cars for a penny more a mile and you're liable to be the guest of honor at a hanging. I'm talking about a respectable rate of pay for a specialized craft, and that's exactly what we are.

There is a light at the end of the tunnel, but it's going to take active participation by Teamster carhaulers who care about the future of our craft and our union. If you are one of these Teamsters ready for a little hard work that can pay off in your future, call (615) 227-6300 and ask to be put on the Carhaul Committee mailing list.

National Carhaul Meeting

TDU Rank & File Convention
October 26-28, Detroit
See page 12 for more information.

Florida TeamPAC Supports Impeached Federal Judge

Eugene Delaney
Local 512, CCI
Jacksonville, Fla.

At a TeamPAC meeting held in Jacksonville, Fla., on June 30, Teamster political action committees from Miami, Orlando and Jacksonville contributed \$7,000 to the election campaign of impeached federal Judge Alcee Hastings. Hastings, who minutes after being impeached by Congress announced he was running for governor of Florida, is instead running for Secretary of State.

The contribution, which is funded by Teamster members' donations to DRIVE, raises questions because of the circumstances behind Hastings' impeachment. The basis for the call for Hastings' impeachment was clear

and convincing evidence that he conspired to accept a \$150,000 bribe and lied at his criminal trial. The bribe was supposed to buy a reduction of sentence and the return of almost \$1 million in forfeited property of two brothers who were convicted and sentenced for embezzling from a Teamster pension fund!

Hastings was acquitted of the conspiracy charges in a jury trial. But an ensuing three-and-one-half year investigation by his fellow judges—beginning with a five-member judicial panel, then a 14-member judicial panel, and ending with a 27-member judicial conference chaired by the chief justice of the U.S. Supreme Court—came to the same unanimous conclusion. The jury was wrong.

The judges decided it would be double jeopardy to retry him, so they suggested that Congress impeach him. The House of Representatives voted 413-3 to present the indictment of impeachment to the Senate, and on Oct. 20, 1989, the Senate impeached Hastings.

Hastings now has received a political contribution from TeamPac less than a year after Congress ruled that he was unfit to sit on the bench. A Teamster pension fund loses \$1.2 million to mobsters, and then years later a Teamster PAC supports the judge who ordered that the mobsters shouldn't have to lose \$1 million in property to repay that pension fund.

The significance of this contribution is that it further erodes the credibility of DRIVE with Teamster members, and it helps explain labor's loss of influence with Florida's legislators, who recently enacted legislation that reduced worker's compensation benefits by 30%.



Ron Carey hands literature to an E&L Transport driver in Detroit.

Carhaul News

Birdsall Defeated on One Front.

In September 1987, management at Dallas & Mavis in Springfield, Ohio, was trying to negotiate rates directly with drivers. Local 654 business agents Harry Gieseck and Roy Atha filed NLRB charges against D&M for bypassing the union in bargaining. A judgment by the NLRB was rendered against D&M, but Birdsall kept spending money to appeal. Local 654 kept on the case and finally the U.S. Court of Appeals told Birdsall he'd have to obey the law. If we had grievance panels and union leadership in the Central States who would stand up to Birdsall we wouldn't have to wait three years and spend thousands of dollars to slap the guy on the wrist.

Suckart, Toney, Stansberry Change Contract for Birdsall.

The Central/Southern contract clearly states in Article 59, Section 1 (b) that a driver may be required to take spare equipment only after 24 hours. But by unanimous decision, an Ohio grievance panel said drivers may be forced to take spare equipment immediately, thereby denying drivers breakdown pay and forcing them to transfer their gear to new equipment without pay.

But on June 7, 1990, the companies' lawyer, Robert Parr, mailed out a case from 1966 involving Local 713 and Dealers Transport. It said that in some cases drivers could be forced out immediately. Since 1966 the contract has changed, Local 713 is gone, Dealers Transport is gone and the hotel where the hearing was held is gone. But union panel members Andy Suckart of the Ohio Conference, Paul Toney of Toledo Local 20, and Ray Stansberry of Local 957 rolled over and voted with management. Did you ever notice that when we win a case it "creates no precedent," but when management wins, it lives forever?

Ryder Roundup.

Ryder management has told drivers that the Lawrenceville, Ga., railhead will be staffed by QAT, Ryder's outfit with drivers leased from Cleveland and represented by a shady, unrecognized union out of Chicago. Ryder claims its subsidiary, QAT, underbid its other subsidiary, Complete Auto Transport. What a joke. This follows Ryder's boast that all new terminals would be non-Teamster. The railhead follows the closing of the Lakewood GM plant, which had been serviced by Complete.

Meanwhile, in Georgetown, Ky., both the CCI and Convoy boards voted down a "competitive" with Nissan in Smyrna, Tenn. The Georgetown proposal says, "Since no Teamster Local is involved currently at Smyrna and until and unless one is available, the two way will involve only Georgetown drivers." Meanwhile, CCI Nashville and every other Ryder driver and his brother have been hauling loads out of Nissan on an ad-hoc basis.

At the new Saturn plant in Tennessee, Ryder is still playing coy about who will haul the traffic, its mob company QAT, or Teamster drivers. It's good that Local 327 and their carhaul drivers committee have organized so both Ryder and GM know that using a scab outfit will not be taken lying down.

What will California drivers' backs bear on the new "ancillary charge" deducted from owner-operators' checks? The West Chicago charge is \$5.25 per unit and Memphis is \$2.40. But Ryder's thieves are testing the water in Benicia, Calif., at the rate of \$9.18 per unit. It's good to see they include 3 cents per unit for travel and entertainment in their justification of the charge.

UNITED PARCEL SERVICE

IBT Officials Failed UPS Teamsters; Time to Make Our Vote Count

Alan Leach
Local 58, UPS
Tillamook, Ore.

I will have to tell you that I am having a very hard time believing that the employees of UPS ratified this contract by 55%.

Consider all of the information that TDUs and other activists distributed to keep members informed and to show us how we were in the position to demand a much better contract than this. Not to mention the fact that the union negotiators even recommended that it be rejected. In some ways, when you compare the 1990 contract with the 1987 contract, the '87 contract was better.

National UPS Meeting TDU Convention Detroit, Oct. 26-28

I guess what hurts the most is that our own union officials let us down again, and at a time when they could

have really done something very positive to prop up their own failing image. I have to ask, why? Why were none of the major concerns of the employees, such as job security, two-tier, 30-and-out, mandatory overtime, subcontracting, production harassment, and more, not addressed in this proposal? Why is the main issue in contract negotiations always monetary? Is it because the union officials are only interested in getting a raise in dues, or getting a raise for officials in locals whose bylaws tie their pay increases to our master contracts? They obviously are not in touch with the major concerns of the membership.

All of this really goes to show that we must immediately vote out of office all of these union officials who have demonstrated their lack of concern and responsiveness to the needs of the membership. When you get your contract book, look in the back at who negotiated this master agreement. That's a good start.

I urge all members, if you have

never taken an interest in union matters in the past, please do now! Your future and livelihood are at stake. Corporations are out to destroy unions at all costs. Just look around you at the pay and benefits of the non-union jobs. That is just what big business wants for you.

Delegate elections are coming up soon, followed by the IBT Convention, and then the national elections for International officers. This may be your best chance to contribute and strengthen your union.

Get Your Local's Vote Count

Your local union can find out how its members voted on the UPS contract. This information is available to the locals by asking the International union. A TITAN message can be sent by your local, and the detailed numbers of Yes and No votes should be provided.



I'll Be There

Larry Dyer
Local 243, UPS
Harrison Twp. Mich.

In my 14 years at UPS, when I needed answers, TDU was there. TDU has helped us all attain the democratic right to vote for the General President. The IBT leaders are opposing this decision. But the winds of change are reshaping our union. Be at the TDU Rank & File Convention and help share in the new directions we're heading.

Carey Reports on Contract to Local 804 Members

Ron Carey, the president of New York Local 804 and the first accredited candidate for IBT General President, represents the largest bargaining unit of UPS Teamsters in the nation. Local 804 members again led the way on solidarity, rejecting the contract 4,321 to 653. Shortly after the national vote totals were announced, Carey sent a report on the negotiations to the members of Local 804. TDU obtained a copy and is reprinting it for Convoy Dispatch readers.

Special Report on UPS Ratification Vote

I am angry and saddened by the results of this UPS Contract Vote. On Monday 8/13/90 the IBT announced that the vote was 65,463 in favor and 53,091 opposed. Some 118,000 or 81% out of 146,000 UPS Teamsters had participated in the vote. We also made a number of requests to the IBT for the final count of (the) Local 804 vote, and as expected we have not received any reply. However, we were able to get the results from "Guess Who," UPS. I am pleased to report that our members stood firm, and voted against this sellout contract by 87%.

Let's Face It, the IBT Didn't Really Oppose This Contract

In the last bulletin I stated that our leaders in Washington did not really oppose this Concessionary giveback contract. They spent six months negotiating it, then they claimed to oppose it, but they sent the ballots out anyway. Now honestly, does this make sense to you?

Starting July 9, 1990 when the ballots were mailed our leaders went out for a walk. Where were they when UPS coordinated a massive nationwide campaign and said, a "no" vote means a long strike, and a strike for the membership means a loss of home mortgage payments, auto loans, school tuition payments, and health coverage. They were nowhere to be found. They left us without choices or a game plan that we could unite behind, there was no rebuttal of the company's statements, no leadership, no communication. They left the whole playing field to UPS. Was this the game plan all along? YOU BET IT WAS!

Look at the Facts After the Ballots Were Sent Out

In the August issue of the Teamsters magazine, the national negotiating committee said that "The contract's wording was acceptable." The acceptable wording approves the givebacks, that they negotiated with the company, then magically, a last minute sweetener on wages, however doing nothing on the concessionary language they found acceptable.

The plan was to sell the money part of the contract to the members and then cloud up, confuse, and down play the real critical language concessions.

When the ballots were sent out, we had more than three weeks to vote, but the IBT scheduled no negotiations. They then got a 10-day extension to count ballots, but still there were no negotiations.

When the ballots were mailed, the IBT, in its only communication to the

membership, ended by telling us that a "no" vote meant they could call a strike and we should think carefully about that. Why not say, as I stated, that a "no" vote also means we go back to the table to get a better contract. It's unclear as to who was trying to scare us more about a strike, UPS or our leaders?

If, as the IBT said in the ballot package, a "no" vote would authorize a strike, what did they do in the past six months to prepare us for a strike? NOTHING, no leadership, no communication, no game plan.

What did the IBT do during the balloting to get the "no" vote it claims it wanted? NOTHING.

What did the IBT do to fight UPS's campaign of harassment, threats, scare tactics and lies? NOTHING. Not only did they run and hide, but made no efforts to communicate with us, no public comments at all to counteract UPS's tactics.

Why did the IBT wait until the day they counted the ballots, when it was too late after our ballots were mailed in, to say it would go back to the bargaining table after a "no" vote? That's what I've been saying all along.

In its announcement of the balloting results, General President McCarthy now tells us that "I believe that many of the Company's employees were frightened by management's ability to use permanent replacement workers, or scabs, in the possible event of a strike." Did you know UPS publicly announced that it would not hire replacement workers if there was a strike? So why did McCarthy wait until yesterday to say this? Can it be that UPS was not alone in trying to scare us into thinking a "no" vote meant a strike?

This Contract Was a Sellout!

Instead of standing firm against UPS propaganda, the IBT did nothing. Instead of actively campaigning for a nationwide "no" vote, they claim they wanted, they did nothing. Instead of preparing us with options, and a game plan to win a decent contract, they did nothing. By doing nothing they guarantee a win for UPS!

It's infuriating and sad, that our leaders had no objection to the sweetheart language they left us with. Why not? The devastating effect of this contract on job security and contract enforcement over the next three years will be on the backs of the members, not on our fearless leaders.

As always, it's the members who are left paying the price for their blunders, and lack of guts and determination.

In the face of our "leaders" running and hiding, it's no wonder UPS could divide and conquer.

We can't blame each other. We can't blame those who voted "yes," for whatever reason. Let's add it all up, and put the blame where it belongs, at the IBT Marble Palace in Washington, D.C.

Fraternally,
Ron Carey
& Local 804 Executive Board

GROCERY, LOCAL CONTRACTS NEWS

Solidarity Wins Better Settlement

9-Week Strike Settled at A.G. in Seattle

The approximately 750 striking truck drivers and warehouse workers at Associated Grocers in Seattle locals 117 and 174 returned to work on July 23 after approving a better settlement than the offer that was presented by the company and recommended by the union more than two months ago.

Last May, Teamster employees at A.G. overwhelmingly rejected the company's first contract offer, in spite of a unanimous recommendation by the union negotiating committee to ratify the contract. The committee was

led by International VP Arnie Weinmeister, who is also Local 117 secretary-treasurer and Western Conference director. As a result of their solidarity and demands for a fair contract, members won major improvements on the

company's "final" offer, and showed the company and union officials that they are willing to fight for what's right at the job and in their union.



The ratified settlement frustrated A.G.'s demands for concessions by: retaining all paid holidays; putting a limit on required overtime; abolishing employee co-payments for medical insurance; winning prorated sick leave and funeral benefits for casuals; and providing a catch-up schedule for lower-paid casual workers. The final economic package equals \$2.35 per hour over the life of the four-year agreement, of which \$1.81 is wages. This settlement was ratified by Local 117 and 174 members by a vote of 429 to 85.

Union members used innovative tactics to press their demands with the company, overcoming the divisions that weaken workers by keeping them apart. For the first time, rank and file members of the two locals met together to share ideas, and strengthen solidarity and communication. They also met with members of locals 599 and 313 at West Coast Grocers to inform them of what was going on; convinced their union to allow 10 rank and filers to sit in on negotiations; formed a picket line committee; and started a strike newsletter called the *A.G. Grocery Bag*.

Still, some strike leaders are not completely happy with the settlement

and the way the union handled the final ratification vote. For example, the new contract fails to achieve equitable language for clericals, to eliminate part-timers and casuals, to add Martin Luther King Day and Veterans Day as holidays, or to guarantee triple time for holiday work. Local 117 member Bennie Coe argues that nearly one-third of the affected workers were unable to attend the ratification meeting due to work schedules, and that the strikers were not given a complete copy of the proposed settlement, nor sufficient time to examine it, before voting. Members report that no rank and filers were present at the vote count.

While union officials made vague reference before the vote to some potential problems with a few picketers, they failed to specify that about 20 strikers would not be allowed to return to work because of supposed picket line misconduct. But rank and file members say that if any misconduct did occur, it was the fault of the union officers, who had been asked several times by strikers to ensure discipline and order on the line. They also point out that nobody is taking any action against scabs for their misconduct.

Since the settlement, rank and filers complain there has been no change in the behavior of the company or the union. Many of the workrule changes left out of the new contract are really needed, they argue, because the company is continuing to run things just

like it did before. When it comes to the union, said one union member, "There's even less communication between the union and the members than there was before the strike, and no communication between the union and the company. A lot of people are really upset about it."

Strike leaders organized a "picket-line party," attended by more than 100 people, to celebrate their accomplishments so far. They vowed to keep up the momentum they built during the strike by continuing to publish the *A.G. Grocery Bag*, and by preparing a slate to run for delegates to the 1991 IBT Convention. Several people have a long-term vision of fighting toward a master grocery agreement for the greater Seattle-Portland area in order to stop different companies from whipsawing workers in different regions against each other.

"This is what we need to do," says Coe. "Right now, employers in Seattle tell us, 'in Portland, they're making \$2 less than you, so why do you want more?'" But, as Coe points out, we need to "keep a certain group of people fired up" and start preparing right now to be ready for contract negotiations in 1994.

Industry Profits Through 2nd Quarter

The numbers are in through the second quarter in the nation's food industry, and here are the scores for some Teamster-organized companies.

In distribution: Nash Finch posted sales of \$1.17 billion, with net profits of \$6.4 million, up 123% over 1989. Super Valu sales, \$6.08 billion; net profits, \$84.9 million, up 8%. Wetterau sales, \$2.73 billion; net profits, \$23 million, up 9%.

In retail: Albertson's had sales of \$4 billion, and net profits of \$111.5 million, up 16%. Kroger sales, \$9.3 billion; net profits, \$15 million, with no measurable change in profit rates. A&P sales were \$5.97 billion; net profits, \$85.5 million, up 13%. Safeway sales, \$6.77 billion; net profits, \$38.6 million, up 135%. Vons sales, \$2.43 billion; net profits, \$18.6 million, the same profit rate as 1989.

What Democracy's Worth

Tale of Two Contracts

We will deliver a contract that I will have no hesitation in forwarding to our UPS membership for ratification. You have my word on it.

—Teamsters President William McCarthy in *International Teamster*, December 1989

These contract negotiations were about a whole lot more than money. The contract McCarthy delivered does not deal with two-tier, pension improvement, production harassment, the unfair grievance procedure, air operation concessions, or the continuing erosion of full-time jobs. And while the economic package will fail to keep pace with inflation, we did better than in 1987.

In 1987 we were forced to eat a deal that was 30¢-30¢-30¢ on wages and 20¢-20¢-20¢ on benefits, for a total of \$1.50 (not including bonuses). This time our second "final offer" is 50¢-50¢-50¢ on wages and 35¢-35¢-35¢ on

benefits, with a bogus cost-of-living clause estimated at 18 cents, for a total of \$2.73.

In 1987 our leadership unanimously recommended the deal and then rammed it through on minority rule, even though we rejected it by 53%. This time, they had to get almost twice as much economically. Why?

Because we have:

- The Right to Vote, and they are scared for their fat jobs.
- Majority Rule on contracts.
- A growing TDU movement.
- Independent candidate for General President Ron Carey, the first accredited candidate under the new Election Rules.

Democracy is already worth \$1.23 per hour. Can you imagine how much democracy will be worth when we win the 1991 elections? It's a goal worth working for. Join TDU today and help to build our movement.



I'll Be There

Linda Innis
Local 283 steward, Heublein
Detroit, Mich.

This will be my first TDU Convention. I plan to go because I am really concerned about where our union is heading. I want to learn how I can help put our union back on the right track. We need new leadership! We need to organize, and we need to have something to offer workers who aren't organized. Right now we can't offer them much. I am looking forward to meeting other concerned Teamsters and hopefully coming up with answers to the many problems that infest our union.

TDU Meets

ATLANTA

Saturday, Sept. 1
7:30 p.m.
College Park Fire Department
Sullivan Road, College Park, Ga.

BAY AREA—EAST BAY

Saturday, Sept. 1
9 a.m.
Call (415) 653-3865

DENVER

Saturday, Sept. 22
7 p.m.
Western Motor Inn
4757 Vasquez

8 CITIES—EASTERN PA.

Sunday, Sept. 2
7:30 p.m.
Amber Inn
Rte. 611, Swiftwater, Pa.

LIBERAL, KANS.

Wednesday, Sept. 12
10 a.m.
Southgate Mall, Room B-5

LEHIGH VALLEY

Sunday, Oct. 14
1 p.m.
UAW Hall, 2101 Mack Blvd.
Allentown, Pa.

MEMPHIS

Tuesday, Sept. 4
7 p.m.
Elvis Presley Blvd. & Winchester Rd.

SAN FRANCISCO

Saturday, Sept. 8
10 a.m. - noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

ST. LOUIS

Sunday, Sept. 16
Noon
Finniger's Rose Room
8338 N. Broadway

Preparing for '91

TDU Rank & File Convention

October 26-28, Detroit

Elections for delegates to the 1991 Teamster Convention are now beginning in locals across North America. At the June 1991 Teamster Convention these delegates will rewrite the Teamster Constitution and nominate candidates for Teamster General President and the entire General Executive Board. In December 1991 all Teamster members will vote to elect our International officers.

TDU began the fight for the Right to Vote at our founding convention. Now, as we approach our 15th Rank & File Convention, we are preparing to use the Right to Vote to elect convention delegates who will represent the rank and file, change our constitution to strengthen our union, and nominate candidates for International office who will be accountable to the members.

At this year's Rank & File Convention you can be part of making history. We will:

- Discuss and vote on our Platform for the 90s, to take to the IBT Convention.
- Develop strategies and tactics to win delegate races.
- Hear from candidates and decide on further endorsements for IBT offices. Last year's convention voted to endorse Ron Carey for General President—now he's the first accredited candidate.
- Participate in workshops, plan for upcoming national and local contracts, hear speakers from other parts of the labor movement, develop networks, build solidarity ... and more.

The Convention Will Also Include

- Educational workshops led by Teamster leaders and labor educators, like attorney Robert Schwartz, author of "The Legal Rights of Union Stewards," and Dan LaBotz, author of a forthcoming book on the history of TDU.

- Business sessions and election of TDU Steering Committee.
- Saturday evening banquet and program, featuring guest speakers representing the best in the labor movement.
- Reception and meeting of TDU spouses.
- Leaders of the pension reform movement.

Register Now

The convention will take place at the Days Hotel in Southfield, Mich., a suburb of Detroit. Your registration covers all materials and meals, including Saturday banquet and program.

Friday registration covers Friday afternoon workshops, dinner and opening session Friday evening.

Reserve hotel rooms through TDU at the special group rate of \$50 per night, tax included, either single or double occupancy.

If you have questions about the convention or about your registration, call the TDU office at (313) 842-2600.



I'll Be There

Doug Mims
Vice President, Local 728
Atlanta

We're going to put together a big delegation of rank and file and executive board members to attend the TDU Convention. Members of Local 728 are proud of our accomplishments in Georgia. We organized hard, stuck together through tough times, won the right to a fair election supervised by the Labor Department, and finally defeated the Mathis family in a rerun election last spring. It's a victory we share with TDUs and other reform-minded Teamsters throughout North

America. We owe a lot of our success to our TDU movement, and to the lessons and solidarity we learned at TDU Conventions. We encourage you to attend, and we look forward to contributing to the continued growth of our movement.

TDU Rank & File Convention, October 26-28

REGISTER NOW ... SAVE \$10!

Postmark your registration no later than Oct. 5 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$50 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday-only registration.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Sat. & Sun. \$85 x _____ = _____

Fri. reg. \$30 x _____ = _____

Sat. only \$60 x _____ = _____

Sun. only \$35 x _____ = _____

Total Registration Cost = _____

_____ Single room

_____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$50 = Housing Cost = _____

_____ # of children _____ Childcare donation = _____

☐ \$30—one year membership

☐ \$75—three year membership

☐ \$15—spouses, retirees and Teamsters

grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

_____ \$10 if postmarked by Oct. 5 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

If You're Flying ...

Make airline reservations early for the best fares.

Northwest Airlines is the official airline of the TDU Convention. If you fly Northwest, you can get 40% off refundable full fares (25%-40% off full fares from Canada), or 5% off the lowest applicable discount fares from U.S. locations (excluding fares under \$100). To get these discounts, call Northwest weekdays at 800-328-1111 (in Canada 800-328-7747) between 7 a.m. and midnight Central Standard Time. You must mention code 08030 to receive discounts.